



INDIGENOUS ADOLESCENT GIRLS' EMPOWERMENT NETWORK (IMAGEN)

Intentional Girl-Centered Program Design in Indian Country

Kelly Hallman, PhD (*Cherokee*)
LeToy Lunderman (*Oglala Lakota*)

September 19, 2018

**Investments in girls
lay the foundation
for a community's future
well-being or difficulties**

Unique challenges affecting girls

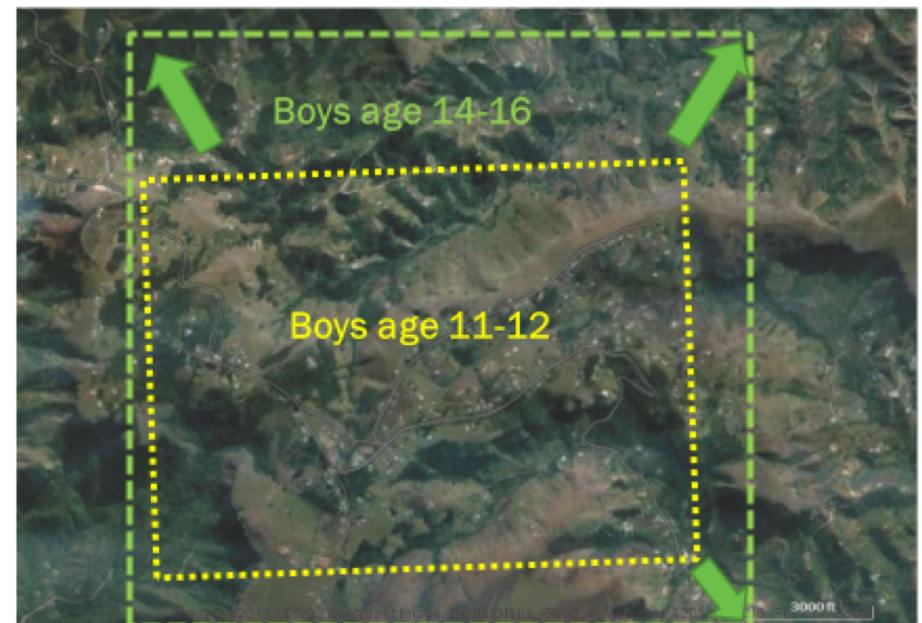
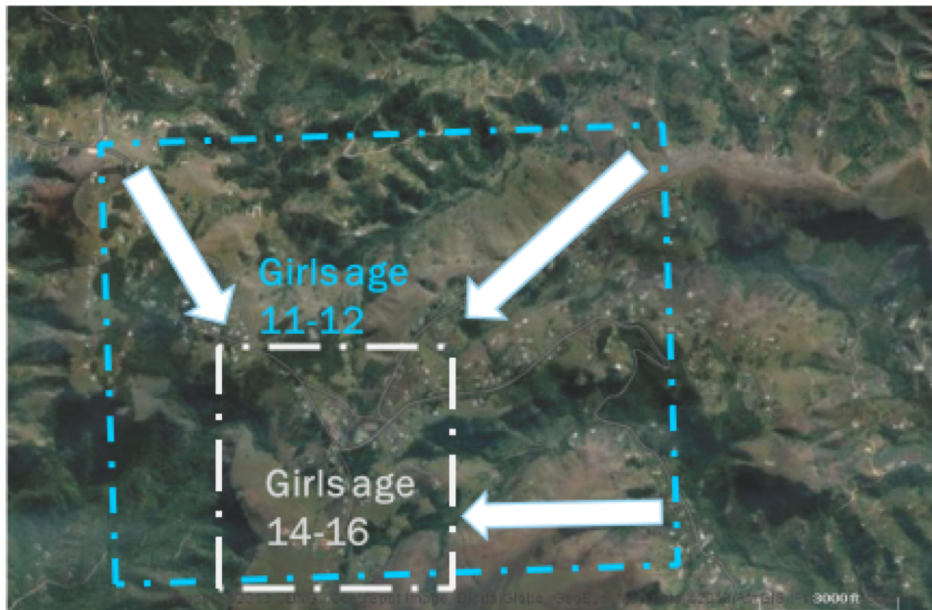
- ☐ Puberty “narrows” girls’ geographies
 - “Protecting” girls from trafficking, violence, drugs
 - Limits on social interaction and spatial movement
 - ✓ Reduces girls’ access to opportunities
 - ✓ Girls build fewer skills
- ☐ Increased pressures/desires to help family
 - Cash/savings used for others’ needs
 - More time caring for siblings & other family members
- ☐ High school completion ≠ job opportunities

Source: Kelly Hallman, 2016. Increasing and Measuring Girls' Economic Empowerment. Researcher Think Piece. Data2X/UN Foundation. <http://www.womeneconroadmap.org/measurement>;
http://www.womeneconroadmap.org/sites/default/files/Hallman_girl%20economic%20empowerment_vOct2016.pdf



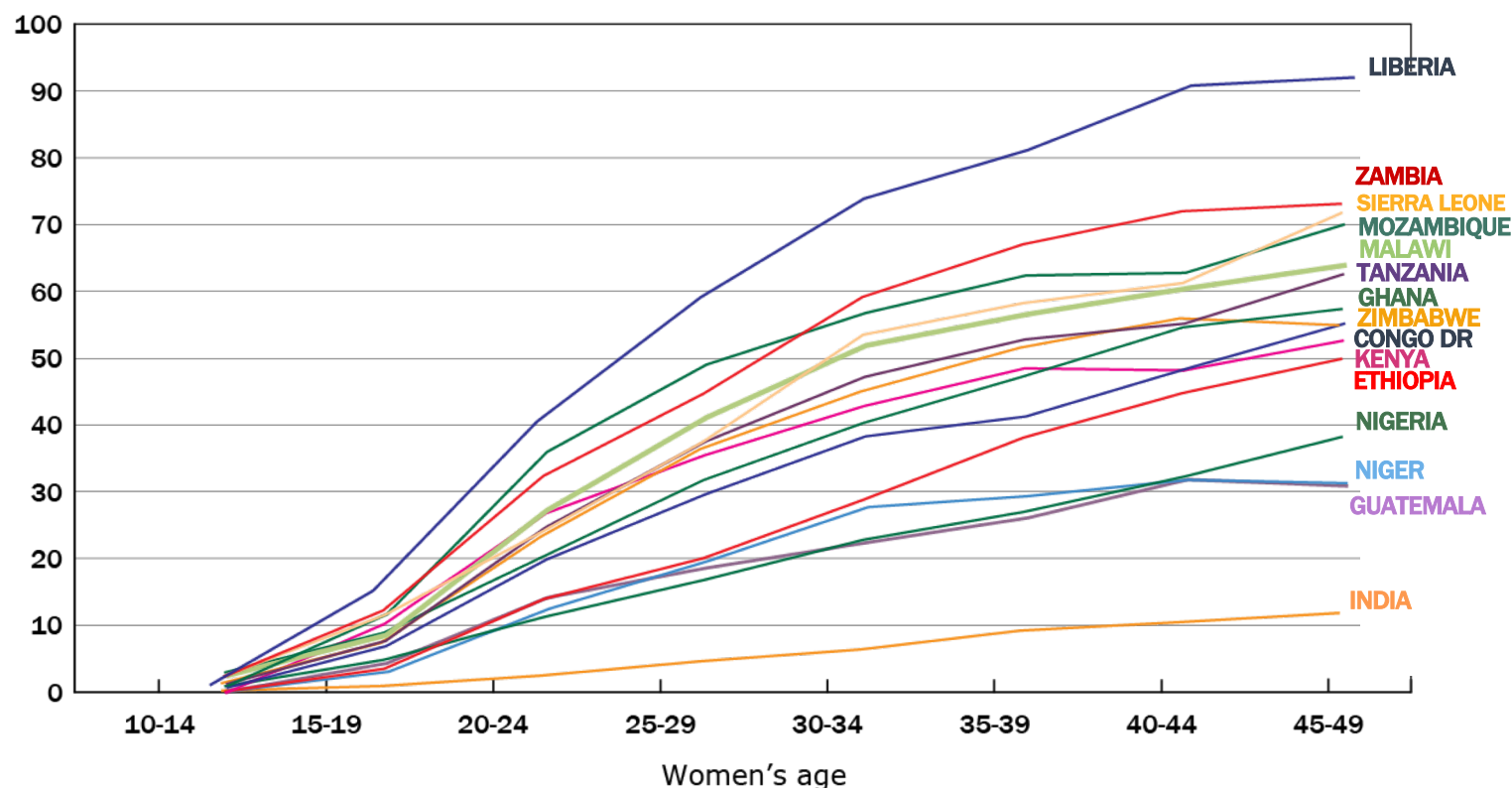
Girls' physical worlds shrinks at puberty

Different spatial access of 4 sex-age groups in one community



Source: Kelly Hallman, Nora Kenworthy, Judith Diers, Nick Swan, Bashi Devnarain. 2015. "The Shrinking World of Girls at Puberty: Violence and Gender-Divergent Access to the Public Sphere among Adolescents in South Africa," *Global Public Health: An International Journal for Research, Policy and Practice*, Vol 10(3): 279-295. <http://dx.doi.org/10.1080/17441692.2014.964746>

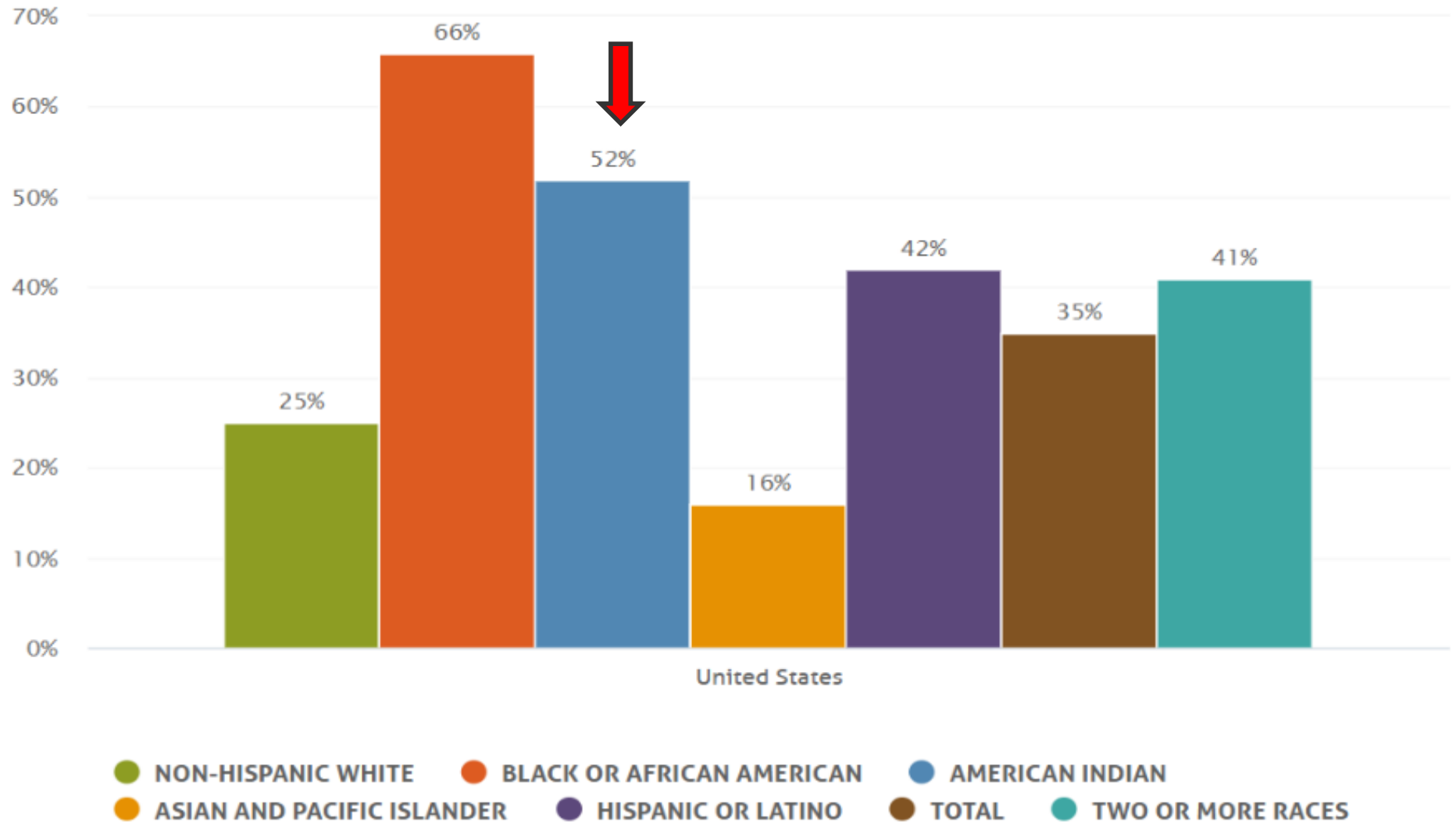
Globally, a large percentage of adolescent girls will become single mothers at some point



Sources: Clark, Shelley. Analyses originally commissioned by the Population Council and key relevant data can be found in: "Single Motherhood, Poverty, and Child Mortality in Sub-Saharan Africa: A Life Course Perspective." Commissioned by the Population Council; Clark, Shelley and Dana Hamplova. 2013. "Single Motherhood and Child Mortality in Sub-Saharan Africa: a Life Course Perspective." *Demography*, 50 (5):1521-1549; Clark, Shelley and Sarah Brauner-Otto. 2015. "Divorce in Sub Saharan Africa : Are Unions Becoming Less Stable?" *Population and Development Review*, 41 (4):583-605.

Some American Indian girls will become sole caretakers of a future household

(US children in single-parent households, 2015)

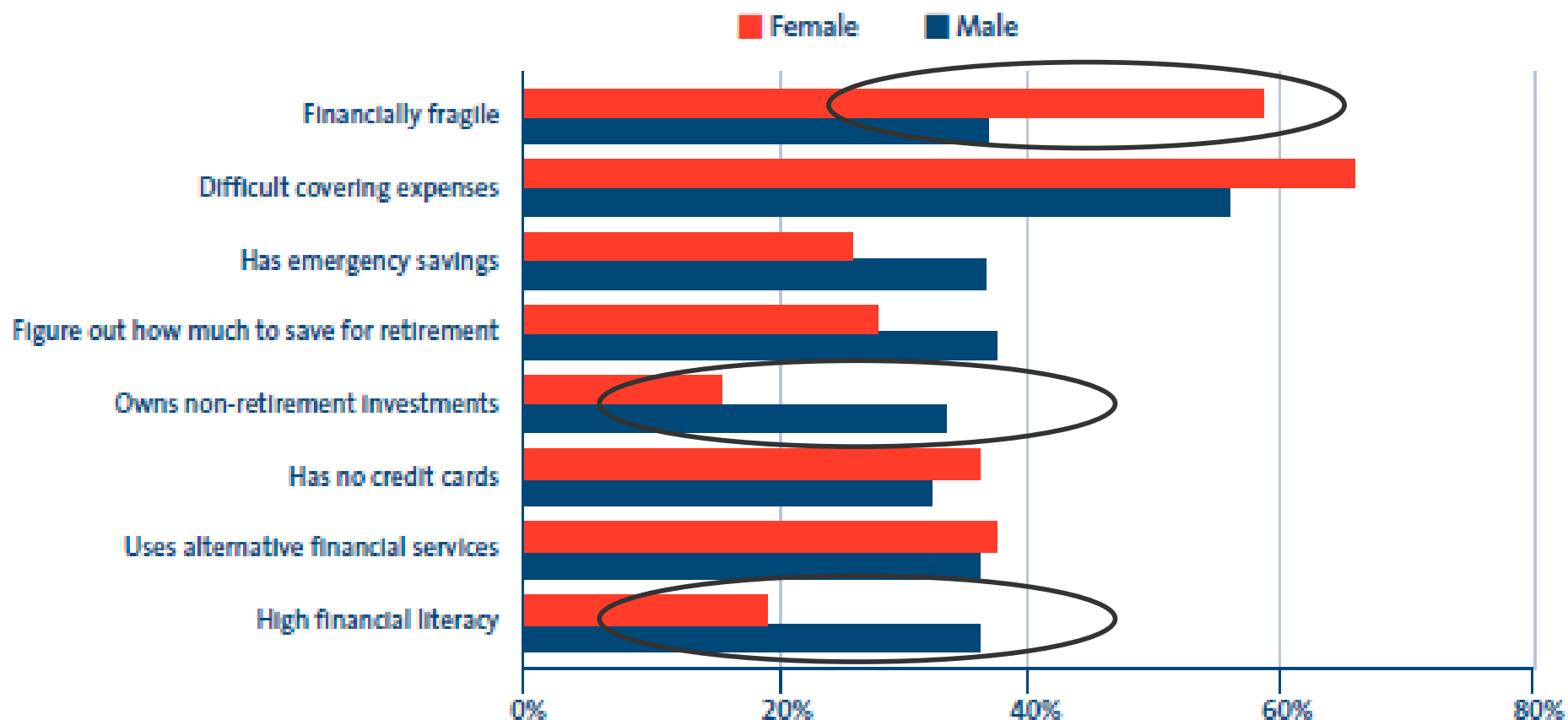


Source: Annie E. Casey Foundation, KidsCount Data Center



Within Native communities, females have fewer financial assets/skills

Figure 24. Gender and Financial Capability Among Native Americans



Source: 2015 National Financial Capability Study (State-by-State Survey); Sara Dewees, Gary Mottola. 2017.

Yet, many schools and programs do not address girls' realities

- **Current schooling system**
 - May not provide core skills
 - Some girls not able to attend regularly or finish
- **Community programs and services**
 - Limited in availability, scope and funding
 - Focus is on after something bad happens



Native “youth” program scan: only 5 of 79 programs had a gender focus



GIRL ≠ **YOUTH** (age 15-30)

GIRL ≠ **MINOR** (age 0-17)

GIRL ≠ **WOMAN** (age 18 & over)

GIRL ≠ **ADOLESCENT** (age 10-19)

GIRL ≠ **WARD** (age 0-17)

GIRLS ARE RESILIENT, HENCE OVERLOOKED

BY COMMUNITIES. BY GOVERNMENT. BY NGO PROJECTS.

COMMUNITY CENTER



YOUTH CENTER



SECONDARY SCHOOL



ROADS & MARKET



NATIONAL SAVINGS



HEALTH CENTER



PLAYING FIELD



DEVELOPMENT
COMMITTEE



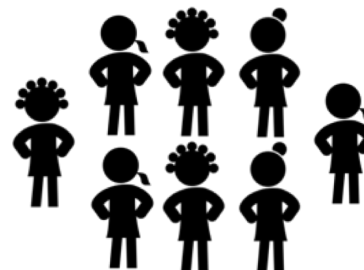
SECONDARY SCHOOL



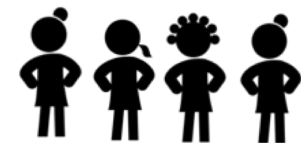
HEALTH CENTER



Boys

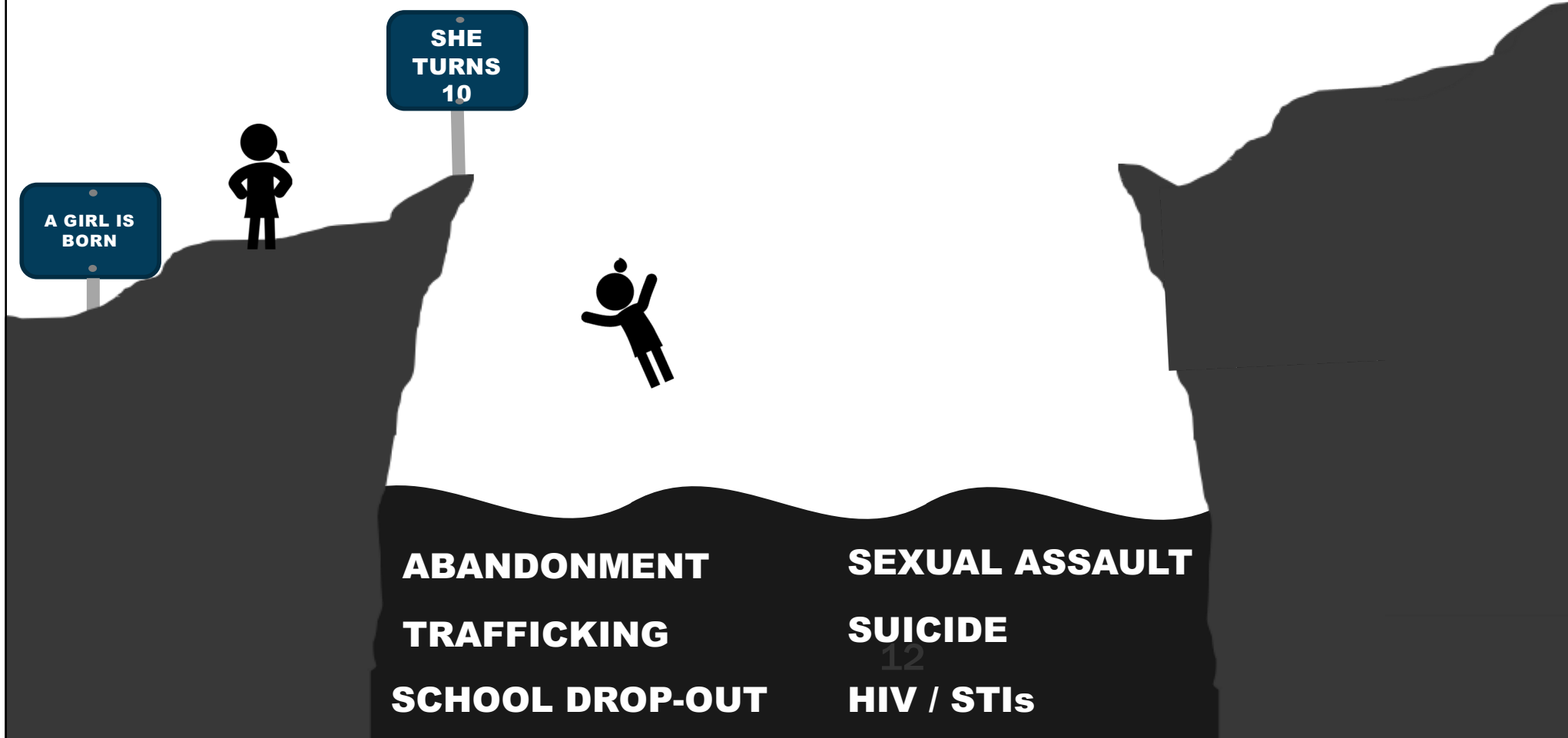


Better-off girls

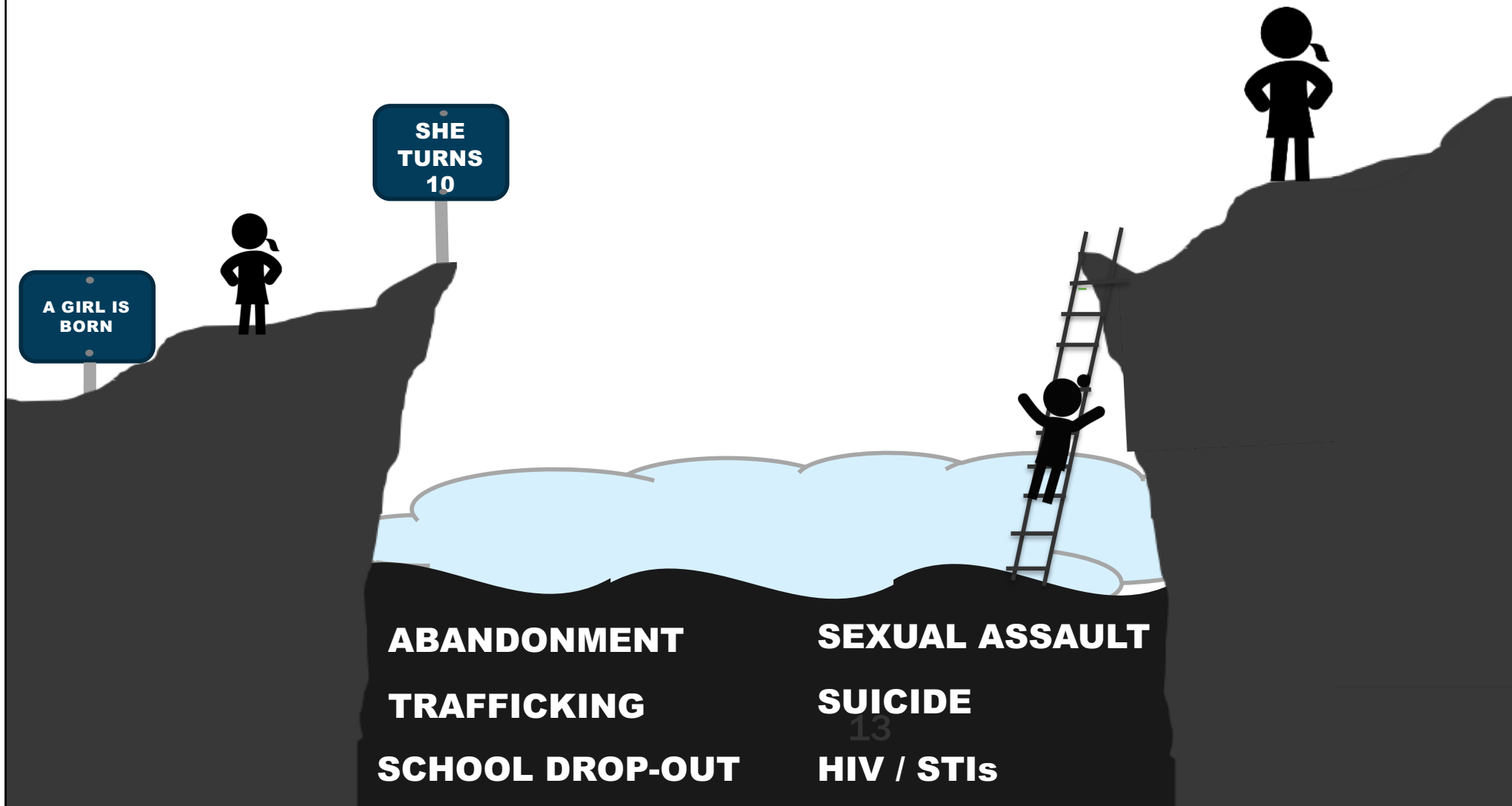


Poorer Girls
(cut off from access to services)

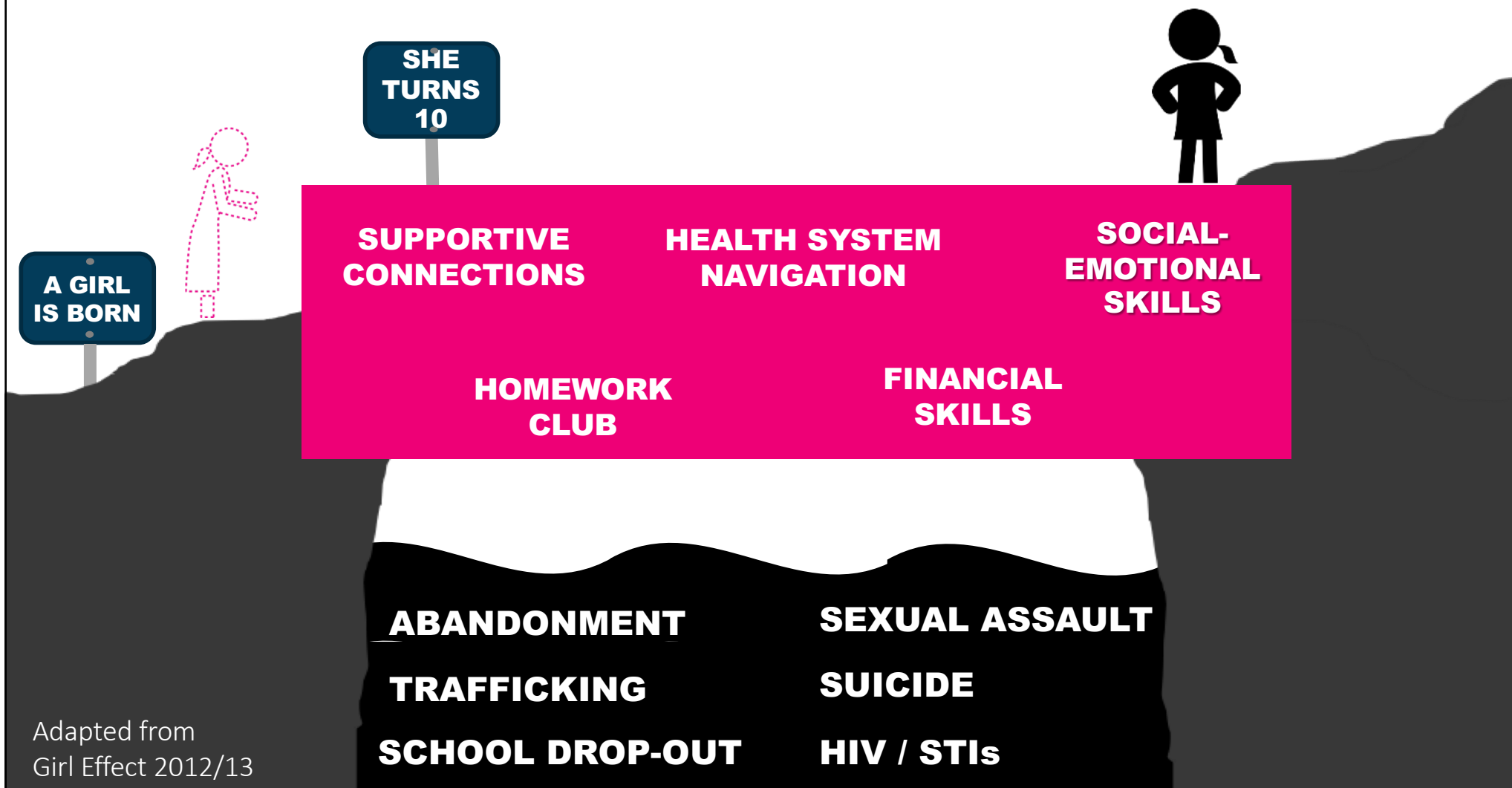
But...girls can fall off-track



Girls need support to bounce back

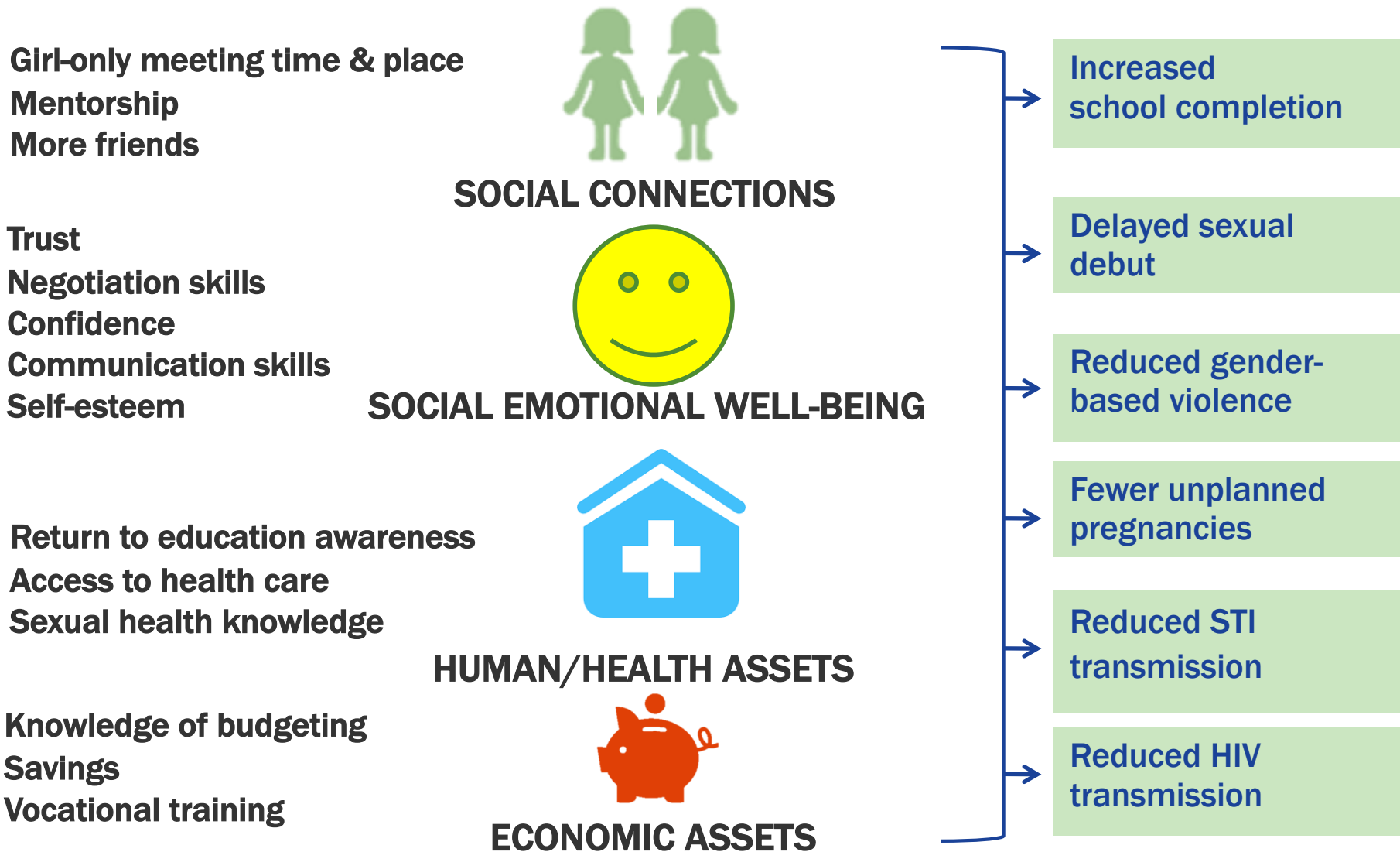


Skills offered earlier could help girls better face challenges





Skills and human assets are reinforcing



Indigenous Adolescent Girls' Empowerment Network (IMAGEN)

VISION:

*An accessible,
neighborhood-based
girl “society”
in every rural tribal town and
Native urban neighborhood*

Pilot Native Girl's Program:

White Buffalo Calf Women's Society

What would a neighborhood “society” provide to girls?

- A reliable system of social support (aside from home/school)
- Culturally-informed skills and protective assets
 - Girls better identify and access programs & services
 - Girls more effectively negotiate existing challenges
 - Violence
 - Lack of resources
 - Geographic isolation
 - Racial discrimination
 - Absent family members



Building Assets Exercise



Example topics - annual program cycle

- Self- and cultural-awareness
- Tribal history and traditions
- Stronger support network: mentors, friends, family
- Communication, relationship, self-regulation skills
- Goal-setting, decision-making
- Safety and well-being
- My body, my health
- Financial plan
- Education plan
- Neighborhood project

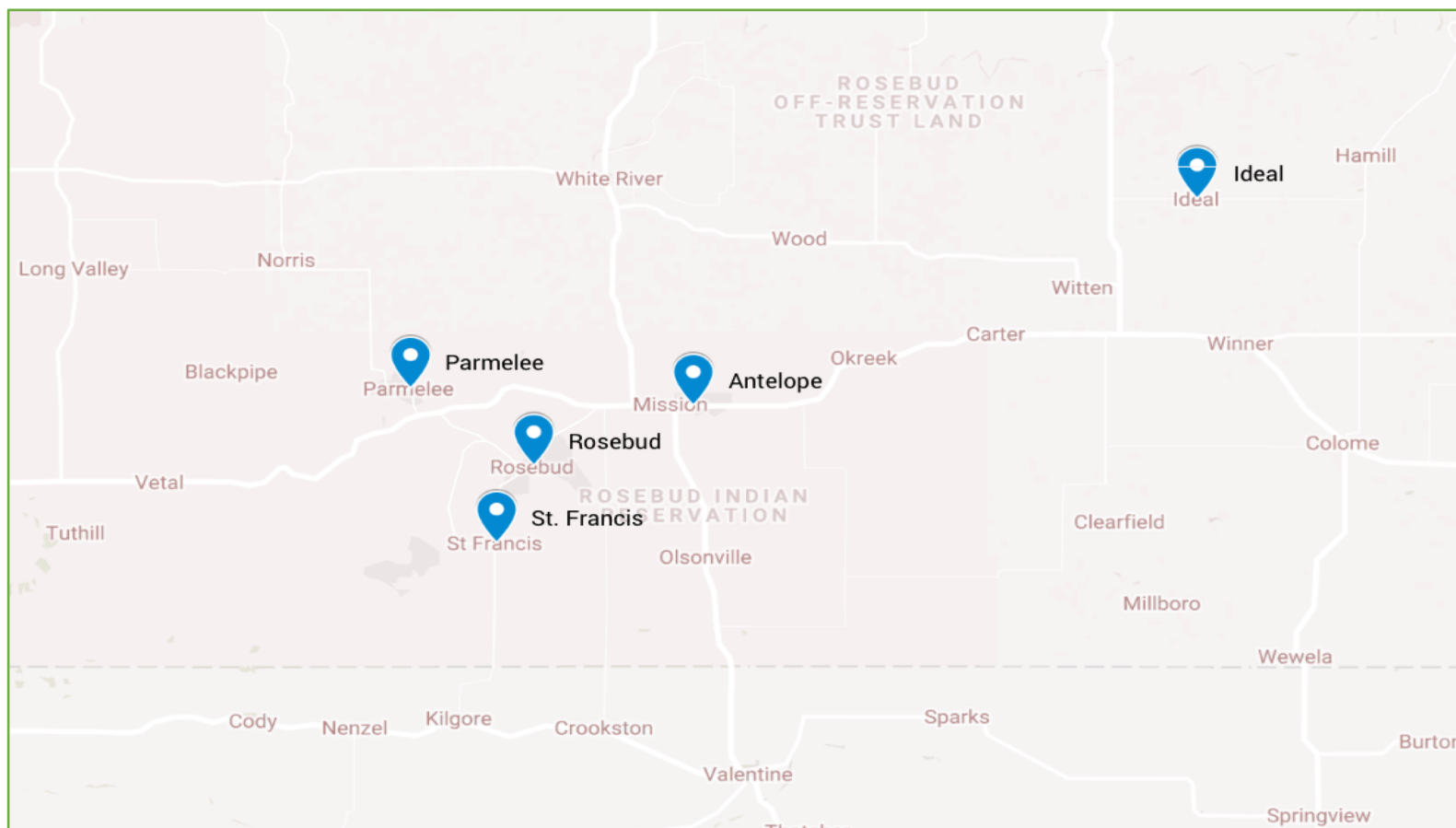


Anchors to the approach: local female mentors



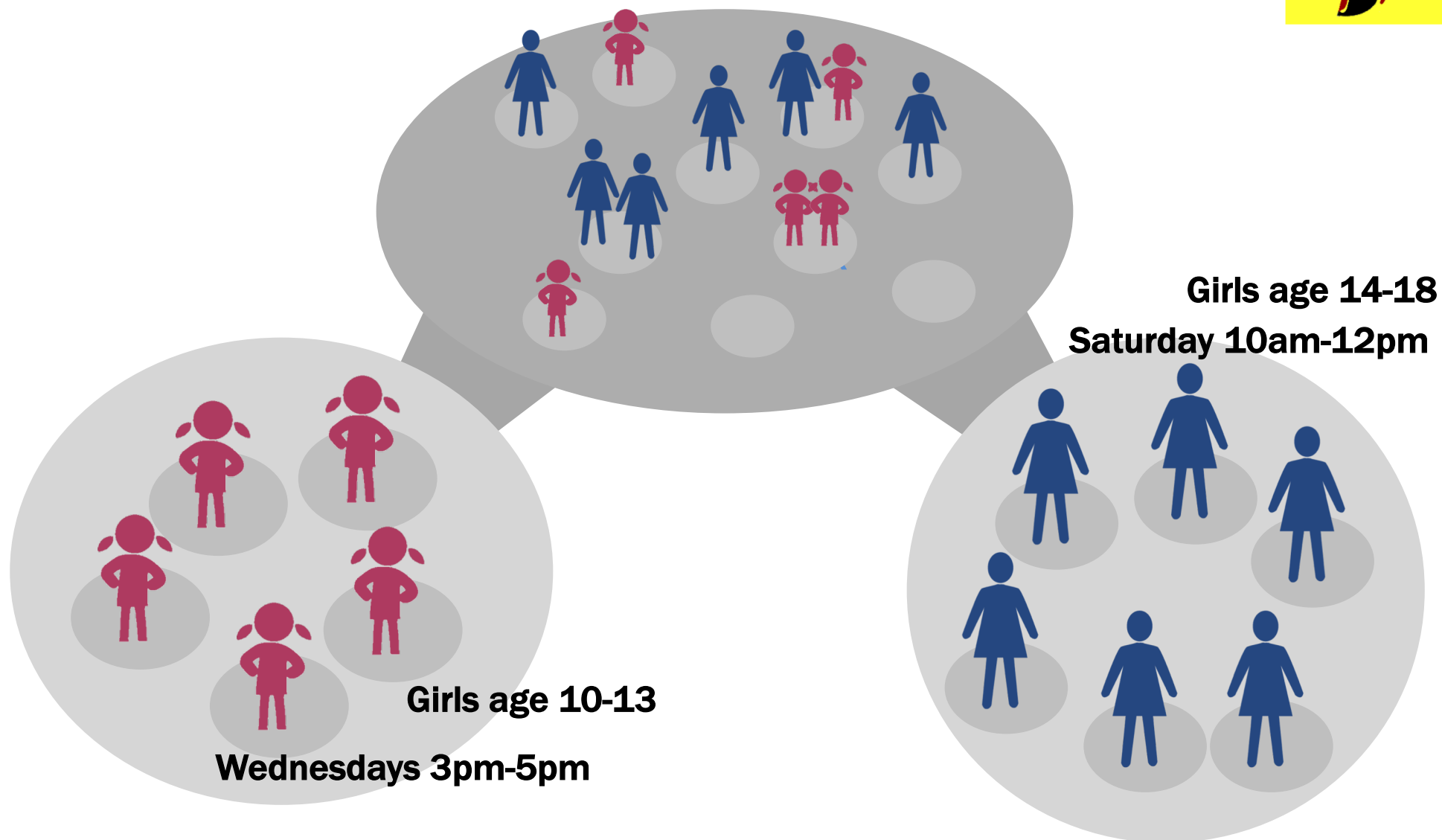


Five *Wicincila* Society pilot communities





Convene Girl Subgroups to Build and Sustain Protective Assets



Pilot feasibility study – Rosebud

- 1) Select and Establish the **Boundaries of the Program Community** ✓
- 2) Enumerate the **Universe of Girls** ✓
- 3) Identify **Segments** for Priority Programming ✓
- 4) Inventory **Community Assets** and Assess the Current Coverage of Different Segments ✓
- 5) Identify **Venues for Girl Groups** to Meet at least Weekly over an Entire Year/ Seasonal Cycles of Risks ✓
- 6) Identify **Meaningful Content** Keyed to their Real Lives: Positive, Achievable Protective Metrics ☺
- 7) Build the Female Infrastructure: Recruiting and Training **Mentors** to Guide, Deliver Content, and Sustain Results ☺
- 8) Deliver **Protective Assets** (health, social, economic, cognitive) through segment specific platforms
- 9) Monitor **Attendance**. Track **Indicators**. Assess **Outcomes** (IRB submissions)

IMAGEN: A scalable business plan for American Indian girls

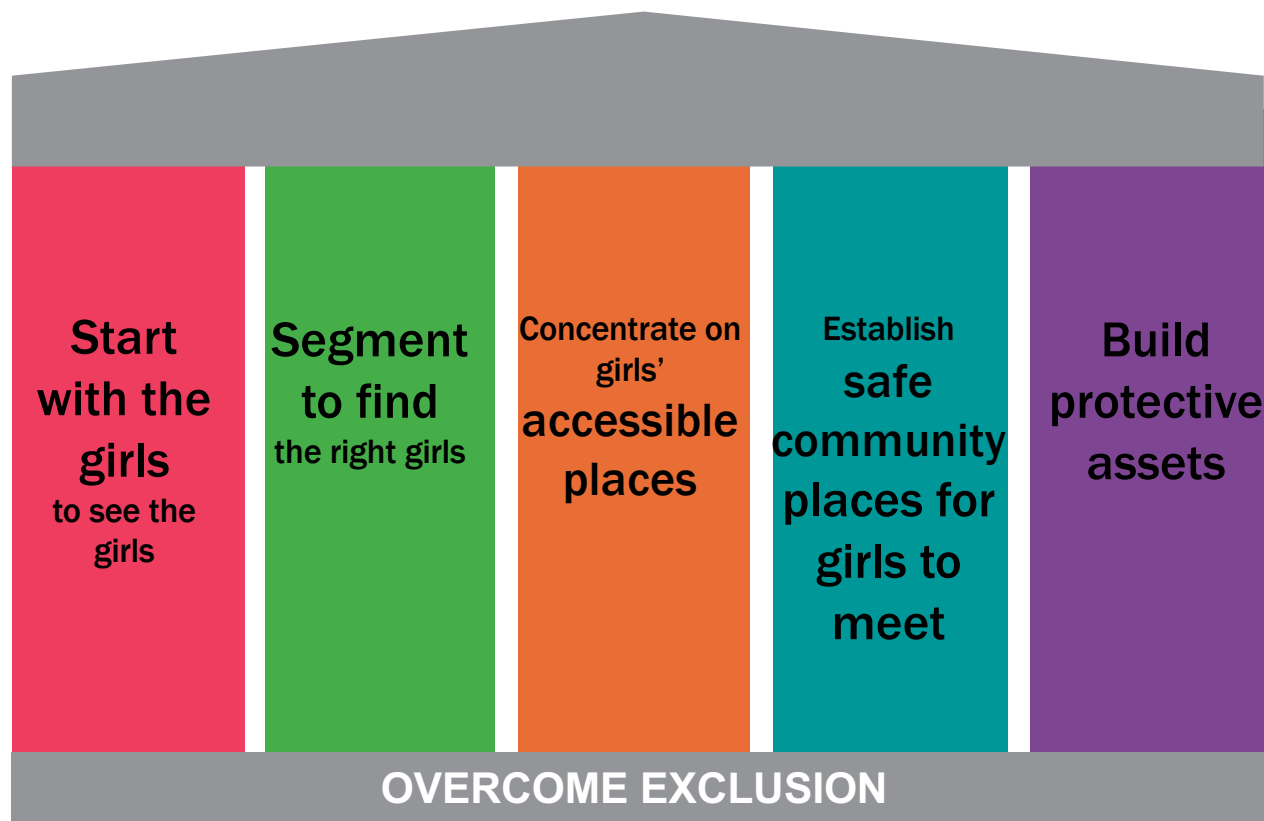




Girl-Centered project evidence



Strategy House: Protective Asset-Building Approach



Tools for Intentional Girl-centered Program Design

- *Reach the girls with greatest needs*
- *Early enough to make a difference*
- *With the appropriate content*



Photo Credit: Alex Potter, Al Jazeera America



Define content for girl subgroups with Building Assets Cards®



Brief

INDIGENOUS ADOLESCENT GIRLS' EMPOWERMENT NETWORK (IMAGEN)

IMAGINING A NETWORK FOR NATIVE GIRLS

Adolescent Native American girls are distinct from every other segment of young people in the U.S., from the assets their ancestors have passed down to them, to the unique challenges they face as a result of historic, systemic oppression. The IMAGEN network seeks to equip Native-serving organizations with tools to intentionally reach this overlooked group of girls with sustained, on-going (not merely one-off or summer-time) locally-designed programs that draw on girls' capabilities, allowing them to thrive as Native persons and future leaders in their communities.

RECOGNIZING THE UNIQUENESS OF GIRLS

The Indigenous Adolescent Girls' Empowerment Network (IMAGEN) was conceived as a means of bringing together Native American-serving organizations that have the enthusiasm and capacity to adopt, document and share evidence from programs that build on Native girls' innate talents, while addressing the multiple challenges they face. The first steps towards building this network were taken during IMAGEN's inaugural workshop at the GIRL Center headquarters in New York City on March 7-8, 2017.

A scan conducted in preparation for the meeting of programmatic initiatives serving Native young people strongly suggested that Native youths are regarded monolithically by donors. Many programs did not differentiate the multiple human development stages between age 10-24 years, opting to use wide age parameters (if any at all), and rarely distinguished the needs of girls versus boys. In short, many existing programs for Native young people are not systematically built to address the specific needs of a 10-year-old girl versus a 19-year-old boy – and this is problematic.

Identifying and working with segments of adolescent girls is a touchstone of the GIRL Center's work, making it well-suited to partner

LIVING WHILE GIRL & NATIVE AMERICAN

National data and other evidence reveals the particular situation and needs of Native young people, but especially adolescent girls, in the U.S.

- According to the National Center for Education Statistics, American Indian and Alaska Native youth rank lowest in high school graduation, falling behind their white, black, Hispanic, and Asian/Pacific Island peers (U.S. Department of Education, 2013-2014).
- 1 in 8 American Indian and Alaska Native youth report having been forced to have sexual intercourse (CDC, 2012).
- 1 in 3 Indian women reports having been sexually assaulted in her lifetime. These assaults are often perpetrated by non-Native attackers (Tjaden & Thoennes, U.S. Department of Justice, 2000).
- The highest rate of teen births nationwide are found among Native girls, at a rate of 11.3 per 1,000, versus 6.0 per 1,000 for white teens (CDC, 2014).
- Growing evidence suggests that Native girls face high risks of trafficking (Pierce, 2012).

Brief

INDIGENOUS ADOLESCENT GIRLS' EMPOWERMENT NETWORK (IMAGEN):

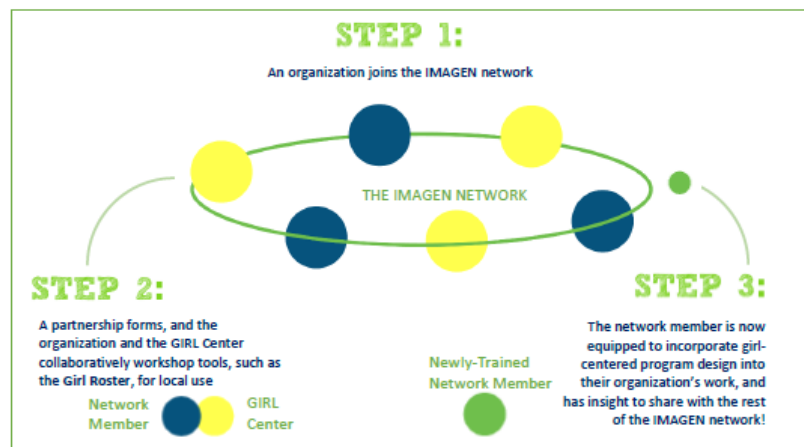
ADAPTING THE GIRL ROSTER™ FOR LAKOTA COMMUNITIES

A FIRST-OF-ITS-KIND PARTNERSHIP

In July 2017, the White Buffalo Calf Woman Society (WBCWS) and the GIRL Center came together for a workshop on *Girl-Centered Program Design*, the *Girl Roster*, and how these two could be adopted and adapted into the organization's future programmatic work. Held at Her House on WBCWS' campus on the Rosebud Reservation in Mission, South Dakota, the week-long training came on the heels of the inaugural meeting of the Indigenous Adolescent Girls' Empowerment Network (IMAGEN) in March 2017 in New York City. That meeting was a first conversation between the GIRL Center and organizations such as WBCWS that work locally with Native American communities to understand the specific needs of adolescent girls in Indian Country. It opened the doors for collaborations such as the workshop described in this brief, and laid the groundwork for the IMAGEN Approach to supporting Girl-Centered Program Design among organizations looking to effectively meet the needs of Native American girls.

THE IMAGEN APPROACH

The members in the IMAGEN network bring a wealth of insight concerning the needs of the Native communities they serve, and the GIRL Center houses myriad programmatic tools and resources that have been tried and tested in global settings for several decades. The IMAGEN Approach is an adaptable process that links these two worlds, with the overarching goal of helping those organizations who are ready to incorporate girl-centered programming do so in a sustainable and impactful way. The partnership builds an opportunity for the two organizations to adapt, test, and apply tools specifically created for facilitating Intentional Design, with a long-view towards incorporating girl-centered programming into the organization's work.



SPRING 2018

APRIL 2017



The Indigenous Adolescent
Girls' Empowerment
Network presents:

DATE

October 29-30, 2018

VENUE

Sheraton Minneapolis Midtown
2901 Chicago Ave. S.
Minneapolis, MN 55407

Girl-Centered Program Design In Indian Country

EVENT REGISTRATION & DETAILS

<https://tinyurl.com/IMAGEN-MSP2018>

Questions? Please reach out
to Dr. Kelly Hallman at
(212) 339-0687
khallman@popcouncil.org

Hotel scholarships and meals
(Monday: breakfast, lunch & dinner; Tuesday:
breakfast & lunch) provided by organizer.

Mileage and ground transportation (excluding
rental car) costs eligible for reimbursement
with documentation.

LEARN MORE:

<https://tinyurl.com/IMAGEN-signup>

**SIGN UP FOR MINNEAPOLIS
WORKSHOP (Oct 29-30, 2018):**

<https://tinyurl.com/IMAGEN-MSP2018>